



Senate

General Assembly

File No. 18

January Session, 2007

Senate Resolution No. 23

Senate, March 13, 2007

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT AND THE UNIVERSITY OF CONNECTICUT PROFESSIONAL EMPLOYEES ASSOCIATION.

Resolved by the Senate:

- 1 That the collective bargaining agreement between The University of
- 2 Connecticut and the University of Connecticut Professional Employees
- 3 Association, Local 3695 AFTCT, AFT, AFL-CIO, effective July 1, 2007,
- 4 to June 30, 2011, inclusive, submitted to this assembly February 9, 2007,
- 5 for approval, as provided in subsection (b) of section 5-278 of the
- 6 general statutes, is approved.

APP Senate Favorable

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
University of Connecticut	All Funds - Cost	4,534,998	9,516,775
	GF - Cost	2,884,712	6,053,621

Note: GF=General Fund

The Out Years

State Impact:

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$	FY 11 \$ Annualized
University of Connecticut	All Funds - Cost	14,750,337	20,240,117	20,643,029
	GF - Cost	9,382,690	12,874,739	13,131,031

Note: GF=General Fund

Municipal Impact: None

This collective bargaining agreement for the University of Connecticut Professional Employees' bargaining unit is submitted for approval for the four-year period July 1, 2007 through June 30, 2011. Costs shown above are for the 1,532 all funds full-time employees covered by this contract, including approximately 933 General Fund employees. Cost details are attached.

Increases associated with this agreement are generally in line with increases in negotiated agreements and arbitrated awards for other bargaining units for the same time period. This is the second bargaining unit to settle for FY 11. The Governor's Recommended Budget for the 2007-2009 Biennium (HB 7077) includes funding in the Reserve for Salary Adjustments account to cover the FY 08 and FY 09 costs of this agreement.

Cost Estimate of Agreement

All Funds

University of Connecticut Professional Employees' Bargaining Unit
 Agency Affected: University of Connecticut
 Term of Contract: Four years, July 1, 2007 through June 30, 2011
 Number of Full-Time Employees Affected by Contract:

933 General Fund
599 Other Funds
1,532 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Merit Increase	Other[1]
Prior to Contract	\$58,126				
1st Year of Contract (FY 08)	60,807	4.61%	2.99%	1.38%	0.24%
2nd Year of Contract (FY 09)	63,611	4.61%	2.99%	1.38%	0.24%
3rd Year of Contract (FY 10)	66,564	4.64%	3.01%	1.39%	0.24%
4th Year of Contract (FY 11)	69,647	4.63%	3.00%	1.39%	0.24%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Merit Increase	Other[1]
Prior to Contract	\$58,126				
1st Year of Contract (FY 08)	61,023	4.98%	3.24%	1.49%	0.25%
2nd Year of Contract (FY 09)	64,059	4.98%	3.24%	1.49%	0.25%
3rd Year of Contract (FY 10)	67,247	4.98%	3.24%	1.49%	0.25%
4th Year of Contract (FY 11)	70,599	4.98%	3.24%	1.49%	0.25%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 Years)
Salaries[2]	\$89,023,226	\$108,146,245	21.5%
Fringe Benefits[3]			
Current Items	\$32,342,958	\$35,597,696	
Negotiated Improvements		57,100	
Total Fringe Benefits	\$32,342,958	\$35,654,796	10.2%
Total	\$121,366,184	\$143,801,040	18.5%

4.33% average per year (compounded)

[1] "Other" includes the flat dollar amount plus the impact of general wage increases on longevity.

[2] Salaries include base salary and longevity payments.

[3] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, professional development, child care pool, and tuition reimbursement.

Detail of Cost Estimates

All Funds

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	FY 11 Annualized[1]
First Year (FY 08)					
3.25% General Wage Increase Effective 7/6/07 (24 pay periods)	\$ 2,659,433	\$ 2,881,053	\$ 2,881,053	\$ 2,881,053	\$ 2,881,053
1.5% Merit Increase Effective 7/6/07 (24 pay periods)	1,227,431	1,329,717	1,329,717	1,329,717	1,329,717
\$139 Flat Dollar Increase	196,510	212,885	212,885	212,885	212,885
Impact of General Wage Increase on Longevity	13,141	13,141	13,141	13,141	13,141
Temporary Supplement to Professional Development Fund	34,000	-	-	-	-
Temporary Supplement to Child Care Pool	34,000	-	-	-	-
Increase Professional Development Fund from \$144,000 to \$187,000	43,000	43,000	43,000	43,000	43,000
Increase Tuition Reimbursement Fund from \$15,000 to \$19,500	4,500	4,500	4,500	4,500	4,500
Increase Child Care Pool from \$32,000 to \$41,600	9,600	9,600	9,600	9,600	9,600
Total First Year	\$ 4,221,614	\$ 4,493,896	\$ 4,493,896	\$ 4,493,896	\$ 4,493,896
Second Year (FY 09)					
3.25% General Wage Increase Effective 7/4/08 (24 pay periods)		\$ 2,792,537	\$ 3,025,249	\$ 3,025,249	\$ 3,025,249
1.5% Merit Increase Effective 7/4/08 (24 pay periods)		1,288,863	1,396,269	1,396,269	1,396,269
\$146 Flat Dollar Increase		206,406	223,606	223,606	223,606
Impact of General Wage Increase on Longevity		13,601	13,601	13,601	13,601
Temporary Supplement to Professional Development Fund		26,500	-	-	-
Temporary Supplement to Child Care Pool		26,500	-	-	-

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	FY 11 Annualized[1]
Total Second Year		\$ 4,354,407	\$ 4,658,724	\$ 4,658,724	\$ 4,658,724
Third Year (FY 10)					
3.25% General Wage Increase Effective 7/1/09 (24.2 pay periods)			\$ 2,956,735	\$ 3,176,657	\$ 3,176,657
1.5% Merit Increase Effective 7/1/09 (24.2 pay periods)			1,364,647	1,466,150	1,466,150
\$153 Flat Dollar Increase			218,105	234,327	234,327
Impact of General Wage Increase on Longevity			14,077	14,077	14,077
Total Third Year			\$ 4,553,563	\$ 4,891,210	\$ 4,891,210
Fourth Year (FY 11)					
3.25% General Wage Increase Effective 7/1/00 (24.1 pay periods)				\$ 3,091,865	\$ 3,335,622
1.5% Merit Increase Effective 7/1/00 (24.1 pay periods)				1,427,014	1,539,518
\$161 Flat Dollar Increase				228,560	246,580
Impact of General Wage Increase on Longevity				14,569	14,569
Total Fourth Year				\$ 4,762,009	\$ 5,136,288
Total Contract Items	\$ 4,221,614	\$ 8,848,303	\$ 13,706,183	\$ 18,805,839	\$ 19,180,118
Social Security Cost	313,383	668,473	1,044,155	1,434,279	1,462,911
Total Cost of Contract	\$ 4,534,998	\$ 9,516,775	\$ 14,750,337	\$ 20,240,117	\$ 20,643,029
Estimated General Fund Cost	\$ 2,884,712	\$ 6,053,621	\$ 9,382,690	\$ 12,874,739	\$ 13,131,031

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

Notes:

1. There will also be minimal costs associated with overtime, as well as an increase in the shift differential for student health workers.
2. This agreement increases personal leave from one-and-one-half to two days per year.
3. This agreement increases union business leave from 88 to 100 days per year.

OFA Bill Analysis**SR 23*****RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF
CONNECTICUT AND THE UNIVERSITY OF CONNECTICUT
PROFESSIONAL EMPLOYEES ASSOCIATION.*****SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage.

COMMITTEE ACTION

Appropriations Committee

Senate Favorable Report

Yea 10 Nay 1